

Committee on Equal Opportunities
Minutes
October 21, 2002

The Committee on Equal Opportunities met October 21, 2002, at the council offices. The following members attended: Walter Baker, Gippy Graham, Marlene Helm, Sue Hodges Moore, Hilma Prather, Joan Taylor, Wendell Thomas, Beverly Watts, and Bill Wilson. Members absent: Raoul Cunningham, Sam Robinson, and David Welch. Steve Barger chaired the meeting.

The minutes of the June 26, 2002, meeting were approved as presented.

2003 CEO Meeting Dates: The following 2003 meeting dates were approved: February 17, April 21, June 16, August 18 (if needed), and October 20. The meetings will be held at 9 a.m. (ET) in Frankfort. Study sessions will be scheduled at the direction of the chair.

Kentucky Community and Technical College System Affirmative Action Plan: At its June 26, 2002, meeting, the CEO requested that the Kentucky Community and Technical College System president attend the October CEO meeting to discuss the affirmative action policy for the KCTCS administrative office. President McCall was unable to attend; therefore, Candace Gosnell, Ken Walker, and Nashid Fakhrid-Deen made the KCTCS presentation.

The current KCTCS affirmative action plan has been in place approximately 18 months. The plan has been distributed to all colleges. The KCTCS began tracking the progress of the colleges in 1999. When the KCTCS was created, the new system had approximately 125 employees. Ten of the 125 employees were African Americans (some of the positions held by African Americans were non-permanent). As of October, there are six permanent positions filled by African Americans at the system office.

KCTCS officials summarized the primary points of the current Affirmative Action Plan, noting that: a) the affirmative action plan developed for the system is the same for the system office and for the community and technical colleges; b) the system office's objective is that eight percent of the employees are to be African American; c) the KCTCS system office progress is approximately 50 percent of the objective; d) the technical colleges never had any objectives nor were they monitored until they came under the 1997-2002 Kentucky Plan in FY 2000; e) administration of diversity programs is physically located in the KCTCS human resources area; f) a formal grievance procedure is in place; and g) beginning July 1, 2003, the Office of Diversity will report to the executive director of human resources. (Additional detail regarding this report can be obtained from the council offices.)

Mr. Barger suggested that a stronger commitment of the inclusion of the diversity coordinator should be incorporated into their planning.

Mr. Walker pointed out that one of the primary initiatives within the KCTCS is the consolidation of its colleges within 16 college districts -- each headed by one individual. As colleges are consolidated, the idea is to reestablish goals for that new single consolidated community and technical college within each district.

Status of the Partnership Agreement: Rana Johnson presented the item. The final status report will be forwarded to the OCR in December or January. Unless instructed otherwise by the OCR, information in the report will include: enhancement initiatives at KSU; fall 2001 data that includes student enrollment, retention, and graduation figures; an update on the university's campus environment teams; and, at the request of the OCR, UofL will provide additional information on the Pathways to Success program. The partnership agreement ends December 31, 2002. A final determination by OCR of Kentucky's status is expected by March 31, 2003.

Status of Equal Educational Opportunity Programs: Rana Johnson presented the item. The council supports equal educational opportunity programs that promote the retention, graduation, and recruitment of African American resident students. One such program, the Governor's Minority Student College Preparation Program, was created in 1998 to help African American students in grades 6-9 to prepare for postsecondary education. Approximately 1,000 students from across the Commonwealth participated in the programs.

The Minority Consumer Expo will be held in Louisville November 22-24 and the Governor's Diversity Day will be held November 6 in Frankfort. The Go Higher Website sponsored by KHEAA and the council will be offered to students beginning in 2003. This site is expected to assist students with planning and funding postsecondary education. The 19th Annual Kentucky Association for Blacks in Higher Education will be held in Louisville April 16-18, 2003.

Ms. Prather would like to see some of the grant money used to follow those participants on a longitudinal basis. Mr. Jackson explained that as students rotate out and move into one of the TRIO programs, the TRIO programs pick up the responsibility of moving the students through to the senior year. The council had consultants review the programs in 2000. The consultants recommended that a database of program participants be developed to help measure success of the programs and of students. The institutions provided reports in September 2002 that established a database. The progress of FY 01 eighth graders through graduation and enrollment in college should now be able to be tracked.

Ms. Watts asked if there could be a collaborative way to track those students -- perhaps P-16 might become involved.

Ms. Helm suggested that an early agenda of the April meeting of the Kentucky Association of Blacks in Higher Education be obtained. Ms. Prather suggested the possibility of aligning the April CEO meeting in conjunction with the KABHE meeting.

Status of the University of Louisville's Teacher Education Program: Sherron Jackson presented the item. At the April and June CEO meetings, there was considerable discussion about UofL's intent to realign its teacher education program. The dean of the teacher education program made a presentation to the CEO. At the conclusion of the presentation, there were several questions raised about the relationship between the numbers presented and the actual number of African American students in the teacher education program. The committee asked that UofL provide additional information. The response of the university did not address completely the questions raised by the committee. Mr. Barger asked that staff prepare the list of questions and submit them to the dean and that the response was needed as soon as possible.

Kentucky State University Update Status Report: Teacher Education Program: Rana Johnson presented the item. Commitment A(2)(d) of the partnership agreement states that KSU will work to enhance and strengthen its teacher education program as well as student performance on the PRAXIS exam. In June, the KSU elementary education and physical education programs were given emergency review status by the Education Professional Standards Board. The EPSB policies require that students taking the elementary education and physical education exams have pass rates at or above 50 percent and 70 percent to remove the program from emergency review process. KSU could lose its accreditation if its students fail to meet the pass rate requirements.

Representatives from KSU gave a Power Point presentation. Interim President Paul Bibbins; Terry Magel, interim vice president for academic affairs; Herman Walston, interim dean, college of professional studies; and David Herbert, interim chair of the division of education/human services, attended the meeting. Information presented included: a) the EPSB mandated that the pass rate be 50 percent in order to maintain accreditation of the teacher education program; b) the pass rate (for the 1999 and 2001 cohorts) improved over the official rates reported by EPSB and in news articles; c) the rates are updated by the department of education/human services using information received from the Educational Testing Service (ETS); d) the pass rates are going up and the 2003 spring pass rate should be 100 percent; e) one reason for the projected increase in pass rates is that the criteria for entrance into the student teacher program are more rigorous; f) KSU is undergoing a major overhaul of the teacher education program; g) the resources for the education program have been increased; h) a new computer lab has been designed and a new PRAXIS II tutorial Website for students to prepare for taking the test is available; i) the curriculum has been realigned with the Kentucky New Teachers Standards; j) two PRAXIS II preparation courses have been added to the curriculum; and k) the university is designing a new curriculum that will be submitted to the EPSB for approval in December 2002.

The committee suggested that KSU work with the EPSB to insure that the revised pass rates are properly computed, and that a formal process be created so that every student must use the new support programs that KSU has created.

Kentucky Community & Technical College System Community & Technical College Districts: Sherron Jackson made the presentation. The KCTCS is working with the council and the Southern Association of Colleges and Schools (SACS) to complete the accrediting process for merging the technical and community colleges into districts. As those efforts are completed and official SACS approvals are received, staff will begin presenting information to the committee using the district designations.

Partnership Agreement -- Comprehensive Assessment of Kentucky State University: Sherron Jackson made the presentation. In October 2001, the CEO recommended to the council, based on discussions among the KSU Board of Regents, council, and the CEO, that a comprehensive assessment jointly supported by the council and the KSU Board of Regents be undertaken. The results of that assessment would be used to address any additional issues of enhancement for KSU.

The council and the KSU Board of Regents each named four individuals to serve on a review team to assess the proposals and to develop a recommendation for the board of regents at KSU and the council to employ an organization to complete the assessment. The KSU appointees: Marlene Helm, Harry Lee Waterfield, Charles Bennett, and Laura Douglas. The council appointees: Steve Barger, Walter Baker, Esther Jansing, and Charles Whitehead. The chair was Ms. Helm and the vice chair was Mr. Barger.

A process was developed in August to complete the comprehensive assessment. On September 7, council staff issued a request for proposals to obtain consultants. Six responses were received. The review process should be complete by early November.

Reports of Institutional EEO Representatives:

Francene Botts-Butler, Morehead State University – Ms. Butler reported that:

- In August, a series of school activities were held for freshmen and returning students.
- The spring 2002 campus climate surveys are complete, the results are being processed; and focus groups will be created to discuss the results.
- The Office of Multicultural Student Services hosted several guest lecturers.
- The CET has been meeting and has released an informational press release advising students of CET activities.
- A search procedure workshop was conducted for all committees.
- A workshop will be provided by the Affirmative Action Officer on the Americans with Disabilities Act for the students, faculty, and staff.
- MoSU will participate in the SREB Career Day, the Governor's Diversity Day, and the Minority Expo.

Ms. Prather asked that, when survey results are computed, MoSU come back to the CEO and report on the specific issue of the attitude of the community to students and faculty.

Virginia Underwood, ECU – Ms. Underwood reported that:

- The Joanne Glasser Diversity Scholarship (renewable), established in her honor as part of the presidential inauguration, should be awarded in spring 2003.
- ECU's CET meets monthly and plans a retreat for November.
- The committee will participate in the Governor's Diversity Day.
- Each university college is revisiting its diversity plan and will be using the Office for Diversity for innovative ideas, procedures, and policies.
- The Student Success Institute works closely with the first year programs and in the mentoring and tutoring programs in particular.
- The Office of Diversity has study nights (workshops) to help students get adjusted to the college environment.
- A proposal is being submitted for the Ronald E. McNair post-baccalaureate degree program to support the attainment of a PhD by students from underrepresented segments.
- ECU's Teaching and Learning Center developed a diversity faculty learning community to discuss and propose ways to integrate diversity into courses and to identify ways to help other faculty do the same.
- President Glasser appointed a Graduate School Task Force to study and make recommendations regarding serving an increased number of graduate students and, in particular, an increased number of minority graduate students.

Ms. Helm noted her appreciation of President Glasser attending yet another CEO meeting.

Cheryl Nunez, NKU – Ms. Nunez reported that:

- NKU's second learning community is targeted specifically to the needs of African American students and the goal is to replicate the benefits that students experience when placed in cohort groups.
- The university is implementing a new minor in Social Justice.
- To recruit students into novel program offerings, a transitions program was implemented.
- NKU has hired two new African American tenure track faculty members (physics and management and marketing departments); the Institute for Freedom Studies, which is the institutional liaison to the National Underground Railroad Freedom Center in Cincinnati, received nearly a million dollar federal grant to hire faculty (an African American with expertise in the Underground Railroad theatre has been hired).
- NKU is applying for a McNair grant.
- The university experienced some difficulties among the African American residential population with regards to fighting (one suggestion to remedy this is to provide an additional adult presence in the dorms at all times of the day – a dorm mother or father).
- NKU is also considering hiring a psychologist in the counseling office who will bring a specific expertise in black psychology.

Terry Allen, UK – Mr. Allen reported that:

- Steven Reed was sworn in as the chairman of the University of Kentucky Board of Trustees after being vice chair for a number of years (the first time in the university's history that an African American has held this particular position).
- New hires in the faculty rank: of the 151 faculty hired for the beginning of this fall semester, 12 are African American -- four in the College of Medicine, three in the College of Arts & Sciences, two in Fine Arts, one each in Nursing, Business & Economics, and Communications and Information Sciences. There is, as well, a visiting professor in the College of Agriculture.

Karen Powell, KSU – Ms. Powell reported that:

- A workshop at the fall institute entitled "Exchange of Ideas and Concerns" had cabinet members attending and faculty and staff asking questions. Dr. Thomas McPartland spoke on the topic "Towards a University Community" at the fall academic meeting. He identified the major question facing KSU as whether or not KSU wants to be a true university community. Each individual has to decide whether to be part of the problem or the solution. The speech was welcomed and generated a significant amount of conversation afterwards.
- KSU will have a representative at the SREB Institute for Mentoring and Teaching, the Governor's Diversity Day, and the Louisville Defender Minority Expo.
- KSU also continues its long relationship with the Frankfort community specifically with the Frankfort Arts Foundation.

Mordean Taylor-Archer, UofL – Ms. Taylor-Archer reported that:

- The university's discrimination harassment policy became officially effective September 2002.
- Former President Shumaker appointed a university wide diversity planning task force that is underway with diversity planning. All units are reporting on the assessment plan. The assessment plan will serve as the basis for the actual unit diversity plan.
- Diversity training is available for all student leaders.
- The Department of Public Safety established an advisory committee made up of students, faculty, and staff to address many issues of concern.
- A major segment of the freshmen orientation is devoted to diversity. A diversity forum is also held for freshmen and this past year over 300 students were in attendance at that forum.
- Five new faculty were hired in the College of Arts & Sciences, the School of Medicine, as well as two part-time faculty in the School of Dentistry. Al Herring was appointed acting assistant vice president for Student Life and Dean of Students. Also, Angela Davis is a visiting professor this semester in Women's Studies at UofL.
- An African American alumni reunion was held October 17-19. The African American Theatre Program performed an August Wilson play "Joe Turner Done Come & Gone."

- An advancing diversity workshop for deans and department heads that focuses on the recruitment and retention of African American faculty and staff will be held.

C. J. Woods, WKU – Mr. Woods reported that:

- WKU purchased a half-page ad in the 20th anniversary issue of “Black Issues in Higher Education”.
- The University Diversity Advisory Committee has obtained mailing labels to the minority and women’s doctoral directory. This will be distributed to the department heads and deans as faculty positions are made available on Western’s campus.
- The fall 2002 African American student enrollment is up by 13.5 percent.
- The NAACP voter registration bus visited WKU in September. Plans are underway to reactivate the chapter.
- A Black Student Alliance was established on Western’s campus consisting of 52 active African American students.
- The NAACP and NASA have refunded the math and science scholars academy for another year. The grant’s focus is to encourage 5th & 6th grade minority students to pursue math, science, and computer base instruction. There are 47 students in the program. This is the only program of its type that exists outside of the Maryland/Washington D.C. area.
- August 31, members of the KKK Louisville Chapter marched in Bowling Green. The city of Bowling Green organized an alternative to the Klan day called Unity Day. WKU faculty and staff, the mayor, city commissioners, and the city and county judges planned activities for the day. There were over 1000 participants. Ms. Shepherd, a WKU student, attended the Klan rally and made a symbolic stand in the middle of the Klan prayer. Her symbolic stand received state, regional, and national coverage.
- Dr. John Hardin was named the assistant to the provost for diversity enhancement.

Annazette Fields, MuSU – Don Robertson, vice president of student affairs; Tim Todd, associate assistant provost; Steve Jones, chair of Social Work/Criminal Justice; Belinda Sutton, assistant to the equal opportunity director and the chair of Task Force on Diversity, participated via ITV.

- The hiring process is centralized at MuSU. All offers come through the Equal Opportunity’s office and the director has the authority to stop a search.
- In July, MuSU hosted the Whitney Young Scholars on campus. All students that attended were offered scholarships if they chose to attend MuSU when they are ready to attend college.
- MuSU conducted its annual Project Success Workshop retreat for freshmen African American students at the beginning of the fall semester. This was in addition to the Great Beginnings program that is a pre-school presentation for all students.
- The African American enrollment increased to 7.7 percent with fall 2002 admissions.

- MuSU hosted the Black Honors Day Program. The participants are juniors and seniors selected by the counselors and principals of schools across the state. Every student in attendance was offered a \$1,000 scholarship if they chose to attend MuSU.
- Discussions are held each month with African American freshmen students (lunch is provided).
- An attention alert follow-up program is in place to allow faculty to alert staff if students are having academic or adjustment difficulties.
- The vice president for student affairs attends Black Student Council meetings weekly.
- The president hosted a reception for all African American faculty and staff and the vice president for student affairs meets with African American faculty and staff monthly.
- The provost's office works closely with the Office for Equal Opportunity on all faculty hiring processes and on all searches in addition to advertising. MuSU staff continues attending college and career fairs at HBCUs. In addition to that, conscientious linkages are being built with doctoral granting institutions for recruitment purposes – specifically UK and UofL. Also, significant linkages are being developed with Tennessee State, Southern Illinois University, the University of Memphis, and the University of Illinois.

Candace Gosnell, KCTCS – Dr. Gosnell reported that:

- The KCTCS Board of Regents continues to take a very strong interest in diversity programs. The Board asked that the responsibility for oversight move to the academic committee.
- UK received a grant for engaging differences that focused on disabilities and partnered with the KCTCS colleges for dissemination. All diversity was incorporated into that training -- not just disabilities.
- The KCTCS asked that the Governor's Minority Student College Preparation program grants be made recurring for the KCTCS institutions.
- Recruitment activities are continuing around the state for students, faculty, and staff.
- Mr. Thomas had previously suggested that the KCTCS look into best practices of other entities. As a result of that, a meeting has been scheduled with the president to discuss incorporating Mendela's programs into the colleges.

Summary Report: Teacher Education Workshop. Rana Johnson presented the item. The council and the EPSB hosted a teacher education workshop June 28 in Georgetown. Approximately 56 educators (both public and private) participated. Dr. Michael Walker and Dr. Bill Foster presented information regarding an electronic alignment tool that enables educators to align their curriculum with local, state, and national standards. The EPSB will poll the institutions at a later date to determine their interest in purchasing the electronic tool.

African American High School Principals in Kentucky: Rana Johnson presented the item. At the June 26 meeting, CEO members requested council staff to contact KDE to

determine the number of African American principals in the state of Kentucky. Dr. Lucian Yates, director of education, recruitment, and retention at KDE, stated that there are six African Americans that are principals throughout the Commonwealth.

The committee asked that the number of persons holding certifications for principalships and superintendents be provided to the CEO and that Dr. Lucian Yates and Dr. Robbie Morton be invited to the February 17, 2003, CEO meeting to discuss the programs being implemented by the KDE.

Ms. Moore, interim president of CPE, suggested that once the data is collected the P-16 Council should be involved.

Other Business: Sherron Jackson emphasized the importance of the fact that the University of Kentucky and the University of Louisville have filled some positions in the Bucks for Brains program with African Americans. The universities are reporting to the council about activities that are taking place in the Bucks for Brains programs. This summary may be presented to the council at its first meeting in 2003. That information will be shared with the CEO.

The Committee thanked retiring Representative H. "Gippy" Graham for his interest and service as a member of the Committee on Equal Opportunities. Representative Graham did not seek reelection to the Kentucky General Assembly. Rep. Graham's term ends December 31, 2002. Mr. Graham, after serving eight years on the CEO, thanked the committee and wished them well.

Mr. Barger mentioned that if anyone thought a study session is needed February 16, to advise Mr. Jackson. The next CEO meeting is Monday, February 17, 9 a.m. at the council offices.

The meeting adjourned at 12:03 p.m.